



**Agenda Item Number: 2006-6-10D**

## **BERNALILLO COUNTY BOARD OF COUNTY COMMISSIONERS**

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**Meeting Date:** June 27, 2006

**Department:** Manager & Human Resources **Staff Contact:** Thaddeus Lucero, County Manager  
John P. Dantis, Deputy County Manager  
Julie Baca, Deputy County Manager  
Tim West, Deputy County Manager  
Dan Mayfield, Deputy County Manager  
Renetta Torres, Human Resources Director

**TITLE:** Collective Bargaining Agreement between the County and the AFSCME Blue Collar Local 1461 and the ASFSCME Clerical and White Collar Local 2260

**ACTION:** Motion to approve the Collective Bargaining Agreement with AFSCME Blue Collar Local 1461 and the AFSCME Clerical and White Collar Local 2660

### **SUMMARY:**

The County and the AFSCME Blue Collar Local 1461 commenced negotiations on April 11, 2006. The Union ratified the contract on June 26, 2006. This contract is for one (1) year ending on June 30, 2007.

The County and the AFSCME Clerical and Technical Employees Local 2260, White Collar negotiating teams commenced negotiations on May 19, 2006 and reached tentative agreement on June 23, 2006. This contract is for a two year period ending June 30, 2008. The parties agree that should additional funds become available during the contract term that the contract would be re-opened for salaries and/or benefits. The Union ratified the contract on June 26, 2006.

The High Points of these negotiating sessions were:

AFSCME Blue Collar Local 1461:

- The Union sought the inclusion of a longevity pay article in the collective bargaining agreement. The current budgetary analysis did not lend itself to inclusion of this article due to the continued fiscal impact. However, the membership will receive a one-time distribution based on years of service.
- Article 15-Sick Leave: The sick leave corrective action plan provisions were strengthened to clarify abuse or misuse. Incentive language for the proper use of sick leave benefits was added. Conversion at Time of Retirement language was enhanced to increase the maximum number of conversion hours to 1500.
- Article 20- Standby: The provision for standby was amended to compensate members assigned standby time for three (3) hours at their base hourly rate for every twenty-four (24) hours period that they are on standby status.
- Appendix G: A new appendix was created to include the Metropolitan Detention Center.

AFSCME Clerical and Technical Employees Local 2260, White Collar:

- Members hired prior to July 1, 1994 shall receive a 4.5% lump sum payment. Payments will be made in two (2) equal amounts.
- Members hired after July 1, 1994 shall receive a 4% lump sum payment. Payments shall be made in two (2) equal amounts.
- MDC employees shall maintain their departmental seniority upon transfer to Bernalillo County.
- MDC employees will maintain their sick and annual leave accruals upon transfer to Bernalillo County.

The County thanks the management and union negotiating team members of the AFSCME Blue Collar Local 1461 for their hard work in reaching this agreement.

**ATTACHMENTS:**

1. AFSCME Blue Collar Local 1461
2. AFSCME Clerical and White Collar Local 2260

**FISCAL IMPACT**

The AFSCME Blue Collar Local 1461 Collective Bargaining Agreement was settled within the economic limits established for FY'07.

**STAFF ANALYSIS SUMMARY**

**COUNTY MANAGER**

See summary. Dan Mayfield 6/26/06

**DEPUTY COUNTY MANAGER FOR BUDGET AND FINANCE**

See summary. Dan Mayfield 6/26/06

**LEGAL**

The collective bargaining agreements were negotiated in accordance with the requirements contained in the Bernalillo County Code. The collective bargaining agreements are approved as to form and legal sufficiency. JSL 6/27/06

**FINANCE**

**Budget** The AFSCME Blue Collar Local 1461 Collective Bargaining Agreement was settled within the economic limits established for FY'07. This contract is for one (1) year ending on June 30, 2007. Teresa Byrd, Budget Director 6/26/06